STATE EXECUTIVE COMMITTEE ACCEPTS RANK-AND-FILE ‘NO’ ON STRIKE ISSUE

ALBANY—In a very close mail ballot, state employee members of the Civil Service Employees Assn. decided against a work stoppage set to start Monday, July 21, which could have brought New York State government functions to a standstill.

The decision not to strike came the preceding Saturday after the CSEA State Executive Committee had been called in to make an official determination because of the closeness of the vote.

Out of the approximately 50,000 ballots mailed on Friday, July 18, the expected release date of the voting outcome, 53 percent were against and 47 percent favored a strike.

After reviewing the results during a heated two-hour session, which started at noon, the Committee took the position that, in keeping with the union's traditional practice of internal democracy, the majority vote must prevail in spite of the relatively small numerical difference in the ballot.

In a short but clear statement, executive vice-president William McGowan immediately announced to CSEA's membership and the public that 'on behalf of the Executive Committee of the State Division of CSEA, I wish to advise our members that after an honest count of the ballots concerning the issue at hand, a majority of our members have voted not to strike.' It is estimated that the ballot count would top 50,000.

Dutchess' Pickets March

POUGHKEEPSIE — Southern Region III, Civil Service Employees Assn., promised strong backing to the strike of Dutchess County public employees which began at 7 a.m. last Friday, when workers set up pickets lines in front of all county buildings and installations.

Region III president James J. Lennon appointed Scott Dardel as coordinator of the strike with instructions to give it "the full-est backing of all state, county and municipal CSEA workers."

More than 500 of the 900 Dutchess County employees struck, affecting every department of the county government including highway, social services, public health, clerk's office, parks and recreation and other departments.

The strike was enthusiastically backed by a crowd of more than 400 Dutchess workers. They posted the Poughkeepsie Holl-

INSIDE THE LEADER

Weiss Glad Upton Case Resolved — See Page 4
Latest State Eligible List — See Pages 5, 11
Albany Region IV Workshop — See Pages 8, 9
CSEA Calendar — See Page 14
MELVILLE — A series of disputes over alleged contract violations were settled in negotiations at the Suffolk Developmental Center as employees staged a recent wildcat walkout, according to Joseph LaValle, president of the Institution’s chapter of the Civil Service Employees Assn.

The brief walkout ended in less than a day as Mr. LaValle and CSEA Albany staff members, who flew to the scene, hammered out an agreement with Jack Martin, director of the institution for the reordered.

Mr. LaValle said the agreement provided for payment of overtime and for a number of other contract improvements, including a $2.50 an hour as a senior aide. The employees have been working without a contract since the walkout, he added.

The staff of the institution was divided into two groups, with each group having half the employees. The walkout was called by the employees who had not accepted the latest contract offer, which was rejected by the institution.

The institution’s chapter of the Civil Service Employees Assn. has filed an improper practice charge against the city “has made no attempt to come to an agreement on a new CSEA contract.”

Mr. Kane said, “We met with the city’s negotiators on June 11, and we made an offer to

John Denahm. He said he’d talk it over with the city council. It has now been five weeks, and they still have not heard from the city on our offer. This kind of stalling tactics is a blatant violation of the Taylor Law, which requires bargaining in good faith.

Negotiations for the city worker’s contract began last fall. PERB is expected to sail next hearing to be held short- ly, and to set up a date for a hearing on the CSEA’s charges.

Poughkeepsie’s Unit Files PERB Charges

POUGHEEPSIE — The Poughkeepsie unit, Civil Service Employees Assn., has filed an improper practice charge against the city of Poughkeepsie charging failure to bargain in good faith.

Roger Kane, collective bargaining specialist for CSEA, sent a letter to the Public Employment Relations Board in Albany last week detailing the charges against the city.

The unit, representing more than 200 city workers, maintains that the city “has made no attempt to come to an agreement on a new CSEA contract.”

Mr. Kane said, “We met with the city’s negotiators on June 11, and we made an offer to

John Denahm. He said he’d talk it over with the city council. It has now been five weeks, and we still have not heard from the city on our offer. This kind of stalling tactics is a blatant violation of the Taylor Law, which requires bargaining in good faith.

Negotiations for the city workers’ contract began last fall. PERB is expected to sail next hearing to be held shortly, and to set up a date for a hearing on the CSEA’s charges.

Long Island Region I Leaders, Rank And File, Attack State

AMITYVILLE — Leaders and rank-and-file members of the Civil Service Employees Assn. throughout Long Island Region I last week bitterly denounced the state’s unilateral contract settlement.

At an emergency Regional meeting and at special chapter meetings through last week, the theme was that the state has robbed the civil service and "we care about.

There was also bitter denunciation of the legislature’s generosity with itself in raising salaries and expense allowances while going along with the Governor’s formula for employees. "We have more reason to strike now than last April," said Dorothy Habin, president of the State University at Old Westbury chapter. She argued that CSEA has patiently and in good faith exhausted all requirements of the Taylor Law, only to be confronted with extreme provocation by the Governor and Legislature.

"They have made a mockery of the Taylor Law," said Mr. Habin, adding that CSEA had been patient and in good faith exhausted all requirements of the Taylor Law.

Lindenhurst’s Unit Holds Installation

LINDENHURST — The Lindenhurst Memorial Library unit, Civil Service Employees Assn., recently installed its officers for the coming two-year term including Lucille M. Keppe, president; Sandra Purins, vice-president; Mrs. Richard Rehm, secretary.

The installation ceremonies also served to celebrate the units new contract with the library's board of trustees. Salaries were the only item negotiated and the unit members ratified a 10 percent increase, plus increments, and also won an agreement to adjust the salaries of part-time workers proportionately. The board, however, did not accept a unit proposal to pay the part-timers the same hourly rate as full-time workers.

The unit’s negotiating team consisted of Ms. Purins and Mr. Rehm and were assisted by CSEA field representative John Coulom. Some said, will permanently change the relationships of employer and employees. "Morale? We have never seen it lower," declared Region 19 Department of Transportation chapter president Sherman Gross.

Johnsons Bill Would Clarify School District Aid Amounts

WEST BABYLON — If State Senator Owen H. Johnson (R-Suffolk, Nassau) has his way, school districts will know by next May 15 exactly how much state aid they will receive for the following school year.

Senator Johnson commented, "School districts have been forced to submit "artificial" budgets in order to secure the aid figures. In March the legislature passed the Governor’s executive budget, which unfortunately did not adequately fund education, and since that time, I’ve been negotiating for more school aid. This year we were not able to guarantee supplemental aid figures until early July, the closing week of the legislature."

This year a record number of school budgets were known to be defunct because without the supplemental aid funds, the real property tax rate was necessarily inflated to compensate for the uncertain additional aid. As budgets were presented in May and early June, the only guaranteed state aid was that provided in the March Executive Budget.
Report Of Joint State/CSEA Committee Shows Progress Being Made

Members of the Joint State/CSEA Committee on Layoffs Units have met four times since June 20, 1975. A committee report was issued by CSEA committee headed by Victor Pesci following the July 10 meeting. The purpose of the meeting was to inform the members on what progress is being made in the continuing efforts to stop the layoffs.

CSEA staff and member representatives on the Joint Committee presented the following points and inequities in the minds of members of the Committee in attempts to arrive at reasonable solutions to such problems and inequities:

1. Composition Of Layoffs Units

CSEA pointed out that present layoff units in the Department of Correctional Services is a department-wide unit wherein the use would be many layoff units one for each institution within the Department. We accused the State of unilaterally changing the composition of the layoff unit in the Department of Correction without prior consultation with CSEA.

After researching the details involving the change in the composition of layoff units within the Department, the State reported that the change from several institutional units to one departmental unit was effective as of June 3, 1971, some 14 or 15 months prior to our agreement with the State on the composition of layoff units which was effective Oct. 1, 1972.

CSEA demanded that the State reconsider with us the composition of present layoff units in State agencies where layoffs are occurring in order to resolve the necessity for an employee having to geographically relocate in order to continue his state employment.

At a subsequent meeting, the State informed us that the Governor's Office has taken the position that there should be no change in composition of layoff units while layoffs are taking place. The State's position was that changes in layoff units in affected State agencies would create additional inequities and problems not only for the State but for the employees as well, since there would be varying sets of circumstances under which employees in any given agency would be laid off.

2. Consultant Contracts

CSEA requested a list of current consultant contracts covering all State agencies and indicating the effective date of such contracts, the nature of the work to be performed under such contract; the amount of money already paid to consultants under the contract; the amount due to be paid to consultants under the contract, and the termination date of the contract.

At the June 30 meeting of the Joint Committee, the State indicated that it had sent a memorandum to State agencies requesting this information with a deadline for returning such information to the Office of Employee Relations on July 15, 1975. Upon receipt of such information by CSEA, it will be transmitted directly to CSEA.

3. Moratorium On Layoffs

The CSEA reiterated the request made by President Wendt to the Governor in a letter dated June 19, 1975, that the State declare a moratorium on layoffs during the duration of the layoff Committee investigation, in the hope that many inequitable steps could be resolved before any more layoffs took place. The State's response was negative to our request for a moratorium on layoffs.

4. Moratorium On New Hires

CSEA also requested the implementation of a moratorium on hires from open competitive eligible lists until such time that State employees laid off were rehired. The State's response to this request was negative in that agencies were retiring under an expenditure ceiling rather than a hiring freeze, and that under such arrangements, an employee might refuse or resign, creating vacancies in a title for which there were no layoffs. Under such circumstances, the agencies could hire from an open competitive list providing the job was at an entrance level position for which open competitive recruitment is appropriate.

5. Veterans' Credit

CSEA explored with the State the possibility of offering a veteran's right to refuse to use the 20 or 60 months seniority credits, as the case may be, if he so desires, thereby reserving the use of such right to a future layoff. The State explored the possibility with the result that John Cross, counsel to the Civil Service Department, reported that the law presently enables an employee to refuse to use seniority credits in future layoffs. This right is given to veterans only with respect to use of additional grades on promotional examinations on a one-time basis.


CSEA demanded that all temporary and provisional positions be abolished before any permanent positions in the same title in any department are affected.

7. Seniority In Geographic Unit

CSEA put forth the contention that section 80.6 of the Civil Service Law in the State service—"should be amended in a fashion that would provide for retaining the most senior employee in his current geographic unit who has the right to refuse an attempt to relocate him to relocate other employees with less seniority in their same work location. Discussions on this matter are continuing among the members of the Joint State/CSEA Committee since it is most difficult to resolve and requires an amendment to the State Civil Service Law which cannot be enacted in this session of the Legislature.

8. Reinstatement During Layoffs

CSEA demanded that there be reinstatement of individuals to state service during layoffs. CSEA has not given us a definite answer on this item yet.

9. Right To Refuse

With respect to an employee's right to refuse to a position he is hereby held, in a case where he has no bumping rights, CSEA indicated that the requirement that he refuse a position to which he is permitted to refuse be satisfactory, represents "double jeopardy" in that he had already been punished while filling that position by losing his seniority and his provisional rights for one year. We ask that the requirement of satisfactory work performance in the "refuse" title be eliminated under Section 70.4 of the Civil Service Law. The State has not given us a definite answer on this item yet.

Since legislation obviously can not be enacted during this session of the Legislature, we asked that the State Civil Service Commission amend Rules 5.5 (4) and 5.6 (2) to indicate that the receipt of an unsatisfactory performance raises for retrofit purposes be limited to this year's last year of service in the retrofit position. The State Civil Service Commission will consider our request at its meeting on July 25 and 26 and provide us with mailing in writing our request to the Commission. The State Civil Service Commission is expected our position no later than July 11. We have submitted such request.

10. Preferred List Location Preference

CSEA pointed out that the Labor Department was using the preferred list geographic location questionnaires for selection of replacement of employees prior to layoff and subsequently submit the same questionnaires to the State Civil Service Commission for the purpose of indicating the employee's location preference for appointment from a preferred list. This procedure was very inequitable in that employees were not given the opportunity to select any geographic location preference for a preferred list appointment which might be more attractive to him than a reassignment to his area of residence. The Department of Labor was requested specifically for preferred list location preference and that all agencies be notified that preferred list location preference questionnaires must be separate and apart from any location preference questionnaire used for reassignment. This has been accomplished. The wording of the State's description to its agencies is as follows: "Layoffs often require the

11. Lower Grade Relocation

CSEA indicated that the layoff procedure should be amended to permit employees to make a separate selection for a geographic location for appointment to a lower grade title from a preferred list. Present procedure requires that an employee's name be removed for consideration for appointment to a lower grade title from all geographic areas except by one in which he is employed; once he refuses appointment to a different geographic area for lower grade position. The State agreed to reconsider this step only removing the employee's name for consideration in the geographic region or area wherein he refuses appointment in a position in that area, where he had previously indicated he would accept such appointment. This has already been put into effect and we will receive a draft of the lower grade geographic preference procedure shortly.

12. Residual Vacancies

CSEA indicated that residual vacancies in lower grade positions should be offered to any qualified employees regardless of the title or the agency to which the employee is attached (e.g., the next inspector filling a clerk's job). This is currently possible under the transfer provision of Section 70.4 of the Civil Service Law wherein a qualified employee may request transfer to a vacant position and if such transfer is acceptable to the agency from the transfer and the agency to which transferred, the employee need only take a qualifying test which is equivalent to the Civil Service examination for the position in order to be permanently appointed to the position he may not compete with other employees but only need qualify by passing the test.

If he is on a preferred list, he may request transfer to a vacancy under Section 70.4 only the appointment would be made under the Civil Service examination for the position in order to be permanently appointed to the position he may not compete with other employees but only need qualify by passing the test.

13. Meat And Poultry Inspection Program

Out of approximately 256 meat inspection positions, the State will retain 56 positions for Poultry Inspection purposes. Such positions being offered to employees in appropriate Meat Inspection titles from preferred lists with no break in service since these positions will be filled as of July 16. Some 176 of the state meat inspectors personnel have received offers by the Federal Government to be picked up in a Federal Inspection Program.

14. Department of Correctional Services—ACTEC

The closing of the ACTEC Facility has resulted in the assignment of all permanent personnel, with perhaps one exception, to similar titles, specifically all of which are located at Clinton.

15. Department Of Labor

All permanent employees in the Employment Services Division have been given temporary reemployment until August 31 in the Unemployment Insurance Division.

16. Creedmoor

Department of Mental Hygiene—Creedmoor—referred to Jim Roemer (CSEA counsel).

Several items still under discussion by the Joint Layoffs Committee and the next meeting is scheduled for 9:30 a.m. on Tuesday, July 22.
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<thead>
<tr>
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<th>Salary</th>
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<td>Stenographer-Typist</td>
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*Additional information on required qualifications and experience application forms may be obtained by mail or in person at the State Department of Civil Service; State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047; or Suite 750, 1 W. Genessee St., Buffalo, New York 14202. Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.*

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**Weisz praises Krupsak for role in Upton case**

**JACKSON HEIGHTS—**Jack Weisz, Civil Service Employees Asn. Department of Correctional Services representative, had high praise for Lt. Gov. Mary Anne Krupsak for her administration's role in restoring Thelma Upton to her job as a cook at the Adirondack Correctional Facility, Dannemora.

The aid given Ms. Upton by Mr. Weisz noted in a recent letter to Thelma Upton was re-assurance to her that after she was laid off, Ms. Upton lost her home, assets, automobile and credit.

"The climate when her oil delivery was discontinued during the approaching fall weather," he said. "I am grateful to know that your Admiration and professional skill your counsellor, Holland H. Strainhelm, affor Mr. Weisz had termed the Upton case "the most blatant case of sex discrimination. The state body ruled that she was restored to her job with full back pay for two years, medical expenses, but benefits and $1,500 for mental anguish and humiliation she had suffered as a result of the layoff. Mr. Weisz pointed out that after she was laid off, Ms. Upton lost her home, assets, automobile and credit."

"The climate when her oil delivery was discontinued during the approaching fall weather," he said. "I am grateful to know that your Administration stands for integrity and credibility in the state service shall be administered through the merit system."

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**Ward's Island Cagers — Players and supporters of the Manhattan Psychiatric Center's basketball team sponsored by the Civil Service Employees Asn. chapter there gathered recently on the former's Ward's Island grounds when James Fields, president of the chapter, presented a check to Henry Williams, director of rehabilitation services at the Center, for player and officials' uniforms plus a team placement trophy. At center are Laurence McDaniel, Ronald Warren and John Powell. Standing, from left, new: Collis McAlister, assistant director of rehabilitation services; Ethelise Edge, chapter treasurer; Floyd Payne, chapter vice-president; Gerald Sinclair, rehabilitation service staff; Sheri Dorsey; Ronald Fisher; Philip Jarvis; Cliff Stiofier, team captain; Richard Aleg, rehabilitation services superintendent, and Mr. Williams and Mr. Fields. Other players include co-captain Eddie Humphrely, Dennis Chanda, Reit Vallof, George Washington, Pedro Jones, the Corner, Quinlens Jackson and Charles Hammond. The coach is Freddie Daniels. The MPC team played in a round-robin tournament this year with other Mental Hygiene institutions including Creedmore, South Beach, Brooklyn PC and Bronx PC.**
State Seeks Housing Management Reps

The New York State Civil Service Department is accepting applications for the $17,429 position of Housing Management Representative. The positions exist with the Division of Housing and Community Renewal in New York City and upstate New York.

Open Competitive State Job Calendar

Applications Accepted Until July 28

Written Exam August 23

Housing Management Rep. $17,429 24-315

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service, State Office Building Campus, Albany, New York 12226. Applicants can file in person only at Two World Trade Center, New York, 10047, or Suite 750, 1 West Genesee Street, Buffalo, New York, 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.

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NO MATTER what the members of the Civil Service Employees Association decide in the statewide ballot to determine whether they will accept the $556 bonus or to engage in strike action, the entire state is in trouble.

It is a choice between being called lily-livered or irresponsible.

How did it happen? In our opinion, it is a situation much like that of the Jews in Nazi Germany. No one could have expected that some sort of agreement would eventually be reached.

For decades the Civil Service Employees Association had dealt with a succession of governors and legislators with whom there was a sense of fair play. Even after the Taylor Law was put into effect, during the Rockefeller Administration, the give-and-take of union negotiations proceeded with the expectation that some sort of agreement would eventually be reached.

This year, when Governor Carey dug his heels in, it was generally regarded as political posturing to assure the general public that he would be firm. Even after impeachment was declared, CSEA president Theodore Wenu was slapped unmercifully by the news media throughout the state for having urged a strike at that time.

CSEA delegates decided to follow all the legal procedures through to the end, feeling that their case was justifiable.

The union actually won the next round in that the impartial fact-finders recommended a compromise that was accepted by the CSEA membership. After the Governor still refused to budge from his previous stand, there remained hope that the legislative committee would re-examine the fact-finders' decision. After a long string of meetings (which seemed to be because of internal debate), the committee came out on the last days of the legislative session endorsing the Governor's position. The Legislature passed it, despite minority opposition, and scrambled out of town with their Lulus in hand.

There can be no doubt that CSEA was outmaneuvered in a game in which a new state administration made up new rules as it went along.

However, whether or not there is a strike this week, both sides now know the rules. The long partnership between the state and its employees has been severed.

When the union faces the state in negotiations for a new contract to take effect April 1, 1976, there will be no monkeying around.

After having been led to the slaughter house once, the members of the CSEA are prepared for a last-ditch fight — and their battle cry will be "Never Again."

No one hates the idea of a strike more than the employees. If the CSEA membership does decide to strike, it will be because of Administration and the Legislature have refused to bargain in good faith.

The frustration of being treated like garbage will certainly result in a much more militant union in the future.

Lulu's Back In Town

HOW CAN anyone respect a Legislature that increases its own budget by $6.600.000 (including more Lulu's over and above the salaries which are already the highest of any state legislative body in the nation) while the rest of the state's employees — as well as those in many of its cities and counties — are being told to make do?

A Questioned Contract

A decision of the Appellate Division, Fourth Department, brought into question the validity of a public employment contract executed by a former sheriff and county manager and approved by resolution of a County Legislature in September 1973.

The contract was in question was supplemental to a general collective agreement which covered the employment of all employees of Monroe County represented by the Civil Service Employees Association. The term of that contract was for a two-year period from Jan. 1, 1975 to Dec. 31, 1976.

THE SUPPLEMENTAL AGREEMENT covered only the sheriff's deputy and expired on the same date as the general contract, i.e., Dec. 31, 1974. The supplemental agreement provided, "...Sheriffs' employees who have been employed by the sheriff for two years or longer shall not be suspended, discharged or receive a disciplinary demotion without just and sufficient cause."

The petitioners in this case were five sheriff's deputies who were demoted by the newly installed sheriff. They purtrue the grievance procedures set forth in the contract and then initiated an Article 78 proceeding without going to the final step, which was arbitration. The respondent sheriff contended that the supplemental agreement was void because it was beyond the scope of the bargaining agreement and even if it was legally adopted, he claimed that his predecessor could not legally bind him by executing that agreement.

Thirdly, the respondent sheriff contended that the petitioners had failed to exhaust their remedies, which was arbitration, and that arbitration was the sole grounds for relief.

THE COURT POINTED out that the petition, as drawn, did not prevent a valid claim under Article 78 but treated the matter as an action for a declaratory judgment where the court is permitted to do under the liberal rule of pleading now in effect. The court, in rendering its decision, discusses the difference between local laws and resolutions. It held that the subject matter of this agreement was within the powers of the county government, and therefore could be passed by resolution.

The legislature could have acted by local law but chose not to. The sheriff had the statutory authority to hire and fire his employees. He gave up some flexibility in this respect by agreeing to this collective bargaining contract.

ARTICLE 14 of the Civil Service Law provides that public employers and public employees may execute employment agreements and that is exactly what was done in this case. The county legislature was not authorizing or passing upon the sheriff's acts or in any way limiting his powers.

It acted independently of the sheriff and only because the subject matter of the contract required that a resolution be passed. The Taylor Law does not specify or limit the period of public employment contracts with relation to the term of office of those who negotiate them.
Civil Service Law & You
(Continued from Page 6)
Term, after finding that the contract was invalid, held that the
matter of law that the denotions of the petitioners were
disciplinary. However, the Appellate Division felt that the
meaning of the term "disciplinary demotion" was not clear,
and the finding that the respondent acted for
disciplinary reasons is not established by record. The
Appellate Division therefore declared that the contract was
valid but remanded the matter to Trial Term for a hearing
to determine the right of the petitioners under that
agreement. Petition of Berse v. Lombard (five cases, 396 NYS 2d 493).

Suffolk Sets Lifeguard Exam
WESTHAMPTON—The next
ocean performance lifeguard
examination will be Thurs-
day, July 28, a pool and still
water exam will be conducted at
Cupsogue, Hauppauge.

Letters To
Salary Assailed
Editor: The Leader
I am a medical laboratory
technician working for the Medici-
County Bacteriological Lab-
oatory located at the Commu-
ity Memorial Hospital in Ham-
lton. I have been employed here
for four years. My work starts
from 9 a.m. to 11 p.m. on
call 11 p.m. to 7 a.m. one night
and one full weekend a
month.
A laboratory technician's du-
ties require great skill and pro-
fessional responsibility. For ex-
ample, the typing and cross-
matching of blood can save or
kill a patient. There are also a
dumber of delicate tests done in
the laboratory that only years of
experience can teach you.

Rubano Has Fourth
Term At Insurance
MANHATTAN—Vincent
Rubano has been elected to
his fourth term as president of
the State Insurance Fund
chapter, Civil Service Employees
Assn.

CIVIL SERVICE LEADER
July 22, 1975

The Editor
(Continued from Page 6)


Don't Require These

SUNRISE FAMILY BIBLE

Save on this magnificent

with this publication is to offer to

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less than the price of a regular

(Continued from Page 6)


Terms.

Federal, state, and local

...
Albany Region IV Annual Workshop Attracts Hundreds Of CSEA Members To Lake Placid

By CHARLES O'NEIL

LAKE PLACID — Albany Region IV, Civil Service Employees Assn., held a three-day workshop, June 27-29, here at the Lake Placid Club with nearly 200 Region IV members attending.

The three-day workshop program was prepared by Richard Pila and Betty Lennon, co-chairmen of Albany Region IV's education committee. The workshop began Friday evening with the screening of a 30-minute color film on negotiations, "Count-Down To A Contract." This was followed by a discussion session chaired by Mr. Pila.

Saturday's session consisted of two separate programs which were conducted simultaneously.

The Lodge's Avera Auditorium held a program presented by three faculty members of the New York State School of Industrial and Labor Relations, Cornell University. This program dealt with negotiations from preparing for the contract talks to consideration of problem areas encountered in negotiations. The three Cornell University faculty members were Rodney E. Dennis, coordinator of public sector training, and Ronald Donovan and Matthew Kelly, both professors of industrial and labor relations at the University.

The other program consisted of a series of mini-sessions devoted to a broad range of subjects. These included the organizational structure of CSEA; leadership; grievance investigation; labor-management meetings; a profile of services available from CSEA; disseminating information to the union membership, and ways and means of organizing non-members. These sessions were conducted by CSEA Region IV staffers and officers.

That evening, a banquet, with a theme of "The Roaring 20's," was held with Ron Townsend, newly elected president of the CSEA Tax and Finance Department chapter, serving as social chairman.

Sunday morning at the Lake Placid Club was given over to a Region IV delegates meeting.

During the three-day workshop, representatives from the insurance firms of Ter Bush & Powell, MasterPlan and Blue Cross/Blue Shield were available at the Club to respond to questions posed by CSEA members on their respective programs.
How about grievances? Matthew Kelly, of the Cornell University School of Industrial and Labor Relations, discusses them.

Hello there, Grace Fizmaurice, Audit and Control; Sue Crawford, Correctional Services, and Helen Lapierre, Thruway Headquarters, welcome Tom McDonough, chairman of the CSEA State Executive Committee, at check-in time at the Lake Placid Club. Doris Bourdon of the CSEA Plattsburgh SUNY chapter is at Mr. McDonough's left.

Clinton County was well represented. Above, from left, are Jean Kelso, Saranac Central School unit president, Phyllis Duval, Sue Healy and Fran Beaselle, the Clinton County chapter president.

Grievances are explored. Intent listeners included regional education committee co-chairman Betty Lennon, of SUNY at Plattsburgh, seated in foreground. Ms. Lennon and Richard Fila were in charge of arrangements for the workshop.

The man in the plaid coat is Charlie Scott, of the CSEA field service staff, who addressed the Lake Placid workshop on the ins and outs of union leadership. Session coordinator was Rensselaer County’s Grace Vallee, back to camera in foreground.

“... But on the other hand...” Jimmy Gamble, left, Department of Conservation chapter president, discusses ways and means of negotiation with Cornell’s Rodney Dennis, center, and with Francis Sheffer of the Lake Placid unit.

Gerald Furell, of the CSEA Office of General Services chapter, speaks on grievances. His dais mates, from left, are Betty Lennon, Albany Region IV workshop co-chairman, and Duane Cunningham of the OGS chapter.
The terrifying motion picture from the terrifying No. 1 best seller.

JAWS

Robert Shaw Richard Dreyfuss

Install Thompson, Other HVPC Chiefs

WINGDALE—Richard Thompson, second vice-president of Southern Region III, Civil Service Employees Assn., was the installing officer for new officers of the Harlem Valley Psychiatric Center chapter, CSEA, at ceremonies held recently at the American Legion hall here. Thompson was installed as CSEA field representative John Deve, HVPC Director Y. Havilivals and HVPC deputy director T. Greaser. Installed on the executive board were: M. Conklin, A. Boyce and K. Scott.

Name Maiorana

MANHATTAN—Ronald Maiorana, who was press secretary to Vice President Nelson Rockefeller when he was Governor, was named last week an assistant director of special projects and communications by Special State Prosecutor Maurice Nidor. Mr. Maiorana, formerly a state commissioner for wagering systems and a reporter for the New York Times, will receive $40,000 annually. The post had been vacated because of the resignation of William Pededl last January.

SAVE A WATT

JAMES MASON SUSAN GEORGE PERRY KING

RICHARD WARD BRENDA SYLVESTER JENNY KENNEDY MATTHEW

Looking forward to the arrival of Islander Sandy Nordan Pictures.

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$1,495

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LEGAL NOTICE

MNM ASSOCIATES, 1434 Avenue of the Americas, N.Y.C. Assignees of Conservative Fund of the United States in New York County Clerk's Office on June 13, 1975. Began business at the office of the said assignees at 1434 Avenue of the Americas, New York, N.Y., and will deal with, on its own behalf only and not for others, in securities of any kind, including, without limitation, those of Pan American World Airways, Inc., Pan California Corporation, Consolidated Rail Corporation, see 8th Ave., N.Y.C., the Guaranty Trust Co. of New York, State of New York, and the Southern Pacific Co., State of Texas as to contributions or as to compensation by way of income. Partners shall not be admitted. No partner shall sell his interest except as provided in agreement. No additional contributions shall be made. No partners shall sell his interest except as provided in agreement. No additional limited partners shall be admitted. No partner shall sell his interest except as provided in agreement. No additional contributions shall be made. No partners shall sell his interest except as provided in agreement. No additional limited partners shall be admitted. No partner shall sell his interest except as provided in agreement. No additional contributions shall be made. No partners shall sell his interest except as provided in agreement. No additional limited partners shall be admitted. No partner shall sell his interest except as provided in agreement. No additional contributions shall be made. No partners shall sell his interest except as provided in agreement. No additional limited partners shall be admitted. No partner shall sell his interest except as provided in agreement. No additional contributions shall be made. No partners shall sell his interest except as provided in agreement. No additional limited partners shall be admitted. No partner shall sell his interest except as provided in agreement. No additional contributions shall be made. No partners shall sell his interest except as provided in agreement. No additional limited partners shall be admitted. No partner shall sell his interest except as provided in agreement. No additional contributions shall be made. No partners shall sell his interest except as provided in agreement. No additional limited partners shall be adm
Candidates have until August 8 to file for Police Officer (69-729) with towns and villages in Westchester County. Residents of Manhattan, Brooklyn, the Bronx, and Queens are eligible for positions in Pelham Manor. Other positions will be filled by residents of Rockland, Putnam, Nassau, Orange, Ulster and Dutchess counties. In all there are 22 vacancies.

To qualify for appointment, candidates must be high school graduates and must be between 20 and 29 years old. Any non-residents applying for the positions must be willing to become residents of the locality in accordance with local laws of the department for which they are applying.

A written exam, scheduled for October 18, will test knowledge, skills and abilities in such areas as judgment in police work, understanding and interpreting legal passages, and preparing written reports. A cild with Leukemia.

Someone Needs You — A young woman awaiting open heart surgery.

A child with Leukemia. Make a friend you’ll never meet. Donate blood soon.

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**Latest State And County Eligible Lists**

**WESTCHESTER**

**Board of Cooperative Education- Employees Assn.**

**A New Contract**

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**GEKKEIKAN**

You won't believe how good it tastes... until you taste it!

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**Nassau BOCES**

Installs, Notes

A New Contract

SYOSSET—Joseph P. Pilli and James Conklin were recently installed as president and vice-president, respectively, of the Nassau County Board of Cooperative Educational Services unit, Civil Service Employee’s Assn. Both were named to two-year offices with the BOCES group are John Serio, corresponding secretary. The Nassau BOCES program covers 44 county schools.

The Nassau BOCES unit has also recently negotiated a three-year contract. The contract holds an 8% percent retroactive increase from July 1, 1974, to June 30, 1975, and an 8% percent increase from July 1 to June 30, 1976. The third year of the pact will cover Open-Ended provisions involving fringe and wage negotiations.
Search On For Secretaries, Truckers

The following is a simulated radio broadcast. The jobs that are noted, however, are real.

ANNOUNCER: Are you looking for work? If so, you will want to check those openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City, call 488-7330. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under New York State Department of Labor-Job Bank.

If you find that today's openings aren't suitable for you, keep in mind that there are many other kinds of work available at our New York State Employment Service offices. And remember, there is never a fee to you or to the employer who lists his job with us. Now the listing:

SPAKER 1: Today's first position is for an ELECTRONIC DRAFTSMAN. It's with a Brooklyn firm making TV and FM products and only a two-year experience as a designer-drafter will bring you into consideration. The pay is $14,000 a year, depending on experience and ability.

2. A public relations firm in Manhattan needs a SECRETARY with good skills. Must be able to take responsibility in a four-person office. Applicant must be neat and clean. $190-$230 a week. For an interview, make an appointment on a BIOCHEMIST. Applicant must have a four-year college degree preferably in chemistry, and two-five years' job experience. Your experience should be as an undergraduate or postgraduate. Leave an experience acceptable if applicant has MA. Should be familiar with quantitative and basic chemical knowledge and with atomic absorption. This position pays $15,000 a year.

3. In Manhattan, there's a job waiting for a STORE MANAGER. Applicant must have at least five years of college bookstore and department store experience. The salary is $30,000 a year.

4. A slipper manufacturer in Queens is looking for an EXPERIENCED BOOKKEEPER to work on payrolls and do accounts payable. Will also do typing. The pay is $130 a week.

5. If you're a TRACTOR TRUCK DRIVER, make a note of this next job. The employer wants someone with two-five years of this kind of driving experience and a familiarity with plows and packing equipment. And the pay is $175 a week.

6. Here's a gem of a job on Long Island. It calls for a LIBRARY CLERK. The work week runs from 9 to 9 on weekends. The pay is $130 a week.

7. Also on Long Island, a TRUCKER who is interested in driving in a HAND CARVER is needed. Will work on custom pieces. Must be experienced. The pay is $140 a week.

8. Also on Long Island, a CEMENT MASON is wanted today. Must be experienced and have a strong background in cutting, cleaning and machine work. Salary is $150 a week.

9. Next on the wanted list is a BILINGUAL MACHINE OPERATOR. Must be experienced and have a good grasp of machine operation and language. Applicant must be experienced in the printing industry. It's a year-round job and pays $950-$1,250 an hour to start. After tryout, pay can go higher depending on experience and ability.

10. There's an opportunity in Brooklyn for a GENERAL OFFICE CLERK. Applicant should have some experience as a biller clerk and on accounts payable and receiving. Will also do data processing. The pay is $140 a week.

11. A school in Manhattan needs an ADULT EDUCATION TEACHER. Must have four-year college degree and be fluent in Spanish. Will teach English as a second language. Salary is $13,000 a year.

12. Calling Westchester now, an ELECTRICAL ENGINEER is in demand in that county. The employer is asking for someone with an MS or PhD in Electrical Engineering. Applicant must also have five-six years experience in wire and cable high voltage technology and diagnostics. The salary here is $15,000-$22,000 a year.

ANNOUNCER: The phone numbers again for New York City jobs are 488-7330. For those Long Island and Westchester jobs, check the Nassau and Westchester telephone directories. Look for the Job Book listing under New York State Department of Labor. You have been listening to another edition of the Want-Ad Column of the Air.

Suffolk Clerk Exams

HAUPPAUGE—The Suffolk County Civil Service Department has announced filling for open-competitive positions as clerk, correction officer I (male), and correction officer I (female).

There are no residency requirements but preference may be given to Suffolk County residents for appointment.

For clerk (exam 15-20) there are no minimum education or experience requirements. The position pays $13,000 a year.

A written exam, scheduled for Aug. 23, will test comprehension, vocabulary, spelling, and general information. Applications must be returned by Aug. 6.

Applications and further information may be obtained from the Suffolk County Civil Service Department, Hauppauge, L.I.

SCHOOL DIRECTORY

MONROE INSTITUTE—IBMS COURSES

General Preparation for Civil Service Tests. Swiss.cards. IBM 6910. IBM 1401. IBM 1403. IBM 1407. IBM 1408. IBM 1410. For male correction officer I (female)

Approved for Vets and Foreign Students. Accred. N.Y.S. State Dept. of Education.
INSTALL CSEA CHAPTER LEADERS AT PILGRIM

Officers of Pilgrim Psychiatric Center chapter 418 of the Civil Service Employees Assn. were installed last month in ceremonies at the Huntington Towne House, Huntington, L.I. The oath of office was administered by CSEA vice-president Irv Flaumenbaum, left, president of Long Island Region I of which Pilgrim is a member chapter. Officers, left from Mr. Flammman, are: president Betty Duffy, first vice-president Joseph Noya, second vice-president John Jackson, third vice-president Bobby Williams, fourth vice-president Mike Stickles and treasurer Alice Sarabia. Secretary Flirtie Allen is missing from the photo.


TO HELP YOU PASS
GET THE ARCO STUDY BOOK

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!
FOLLOW THE LEADER REGULARLY!
Here is the newspaper that tells you about what is happening in civil service. What is happening to the job you have and the job you want.

If you want to know what's happening...
Installation Held At New Paltz SUNY

NEW PALTZ — The State University of New York at New Paltz Student Union building was the scene of the recent installation of officers of the SUNY at New Paltz chapter, Civil Service Employees Assn.

Officers installed for two-year terms included: Marie Roncalli, president; William George, first vice-president; Margaret Crans, second vice-president; Edith Remsberg, recording secretary; Eleanor Kearnery, corresponding secretary, and George Serrano, treasurer.

The delegates are August Osiluzo and Alice Alatorf.

Installed as directors were: Helen Haji, representing administrative services; Kenneth Horeck from operational services; August Osiluzo from institutional services; and Ed Prochaks of the professional, scientific and technical unit.

Information for the Calendar may be submitted directly to THE AUGUST. It should include the date, time, place, address and eligibility for the function. The FOR AUGUST deadline is the last day of the previous month.

CSEA calendar

Accident And Sickness Benefits; Changes Explained By Insurers

Ernest G. DuMont, Chairman of the Civil Service Employee Assn. insurance committee, has received several letters from members expressing concern over the benefit changes in the accident and sickness program which were announced by the Board of Directors to be effective July 1, 1974.

Changes were recommended by the Board of Directors and by the former insurance committee were selected from several alternatives proposed by The Travelers Insurance Co. to stabilize the adverse claim experience that had developed on the case.

The Board of Directors concurred with the recommendation of the insurance committee that the plan health without changing premiums was to modify the additional benefits which had been added to the accident and sickness program at no cost to the participants during past years when the claim experience was satisfactory.

The changes that were made in these benefits are as follows:

1. There is a seven-day waiting period for benefits payable due to sickness whether or not you are confined in a hospital, rather than coverage from the first day if you were

This was emphasized when a employee on certain grounds said that she had been informed by her supervisor that if she took any part in the strike, or even honored the picket line, she would lose her job.

"Legally, they could displace a provisional or probationary employee or on certain grounds," Mr. Frank said. "But we are determined not to honor any injunctions and are ready and willing to go to jail in order to win this strike."

The motion was approved unanimously.

"Our CSEA leaders can go to jail for leading the strike under both the Taylor Law and a general law," Mr. Frank said. "But we are determined not to honor any injunctions and are ready and willing to go to jail in order to win this strike."

He added: Collective bargaining specialist Manny Vitale outlined the history of the long negotiations for the current contract. We signed, the county, executive signed, and the Board of Representatives hasn't got a damn thing to say," he commented.

Mr. Vitale also said that money has been added to the Dutchess County budget for the $40 percent raise. "We have to stand up for what we want. You are only entitled to freedom if you stand up and fight for it,' he added.

Regarding the strike action, CSEA is also able to wage a legal battle in the courts in connection with the negotiated agreement. The legal battle will be headed by regional attorney Thomas Mahler.

To demonstrate unity of the Southern Region behind the strike action, a large delegation of CSEA members headed by Mr. Lennon attended the meeting. These included regional field supervisor Thomas Leporell; John Mauro, first vice-president of the Region and president of the Rockland County chapter; Pat Bocci, first vice-president of the Brookland chapter and president of the Orange County chapter; Paul Phillips, president of the Ulster County unit; Nina Vagner, first vice-president of the Ulster County unit; Charles Doibou, president of the Orange County chapter; Hugh Conner, president of the Dutchess Education chapter; Gerard Reilly, president of the Orange County chapter; John F. O'Keefe, president of the Dutchess chapter, and Bernard Viet, president of the Dutchess County unit.

Pick Mediators, Fact-Finders

ALBANY — Two mediators and three fact-finders have been named by the Public Employment Relations Board to mediate and fact-find labor disputes involving the Civil Service Employees Assn.

The mediators are Mark Becher, of PEB's Buffalo office, named to the dispute between the Rushford Central School District, Allegany County, CSEA, and James Slapaj, now of the Buffalo office, named to the dispute between the Sheriff Central School District, Chautauqua County, and CSEA.

The fact-finders are Walter Bubovic, of Canaserad, named to the dispute between the Phoenix Central School, Oswego County, and the Phoenix unit, CSEA; Robert W. Beek, of Canady, for the dispute between the Pulled Canado school district, Allegany County, and CSEA; and Paul McKee, of the Buffalo office, named to the dispute between the Sherman Central School District, Chautauqua County, and CSEA.

The Pick Mediators, Fact-Finders, and three fact-finders have been named by the Public Employment Relations Board to mediate and fact-find labor disputes involving the Civil Service Employees Assn.
July Days: Thoughts For Firefighters

The first 15 days of July have been the sort of thing which firemen like to talk about for years to come.

Mayor's commissions and assorted tracts will have nightmares about them. The sorted brass will have nightmares from sympathy...from damned little deserved...from perfectly healthy men, one with his whole life ahead of him, a family, was dead.

A few days before, on July 4th, Ladder 155 in Queens responded to Box 9246. The company was dispatched but, on the way, the dispatcher told him he was getting a truck. The disptacher radioed that he had to go to the second alarm area and maybe "pretty soon" an engine! Suddenly there was an engine with a heart attack. Married with a family, he was active in civic affairs, and admired by his fellow firemen. There was an ironic twist to Adolph's passing. The dispatcher, somewhat breathlessly, said: "Just head for the smoke. Low!'" The first 15 days of July is the chapter's treasurer.

There was another nightmare night in the Bronx. This included the chief who asked for a second alarm and was told that at the moment, the dispatcher didn't have any companies to send him, but if and when some came along, the dispatcher would try to help.

Then the chief was suddenly told that he was getting a truck -- one truck on a second alarm and maybe "pretty soon" an engine! Suddenly there was an engine available and he was dispatched but, on the way, the chief held forth. He went up to the firemen and dropped a head attack. Married with a family, he was active in civic matters. The firemen, shock-stricken, quiet man liked and admired by his fellow firemen. There was an ironic twist to Adolph's passing. The newspapers that day were full of details on the box story of the fire. It was all about a dead horse who had broken its leg in a horse race. For the dead firefighter, was it a horse race? No, for that matter. I don't recall what about the death of Jim Robertson either. So it goes in the great city and the grateful press.

They would have responded to this fire. Firehouse "Hunk" would also have responded. It was disbanded in 1974. Adding to the nightmare, two Fire Marshals are in Jackson and Bellevue Hospitals, both shot in the face, the first marshals to be shot since the marshals were organized.

Never one to pass up an opportunity for publicity, the Mayor was well suited with photographers and reporters, for the second visit Car One and Car One A seemed to be able to coordinate their visits with that of the Mayor.

I wonder if, when the Mayor was talking to the families of the marshall, he was aware of the fact that 67 marshalls do the work of a needed 200 marshalls.

The U.S. Civil Rights Commission is recommending the abolition of the Equal Employment Opportunity Commission and the creation of a new agency with broad powers to enforce fair employment laws.

The new agency, the National Employment Rights Board, would be given authority to issue cease and desist orders and affirmative action orders. The rights board would also take over tasks of several other federal agencies including the Civil Service Commission's implementation of anti-discrimination orders. The recommendation was made in a 675-page report by the commission which said that the federal government's efforts to end employment discrimination based on sex, age, and race, and religion was fundamentally inadequate.

FEDERAL -- The U.S. Civil Rights Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York, 10007. Applications are available at 8 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m. These requesting applications by mail must include a stamped, self-addressed envelope to be received by the Department at least five days before the deadline. Applications are available only during the filing period.

Several State agencies do their own recruiting and hiring. They include the Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 595-5069; NYC Police Authority, 370 Jay St., Brooklyn 11201, phone: 852-5009.

The Board of Higher Education, Department of Labor, staff will likewise contact the individual school; non-faculty jobs are handled by the Personnel Department directly.

STATE -- Regional offices of the Department of Civil Service are located at various locations. The Trade Center, 2 & 3rd Floor, New York 10048. (phone: 408-4246: 10 a.m. to 4:30 p.m. M-F. 212 Federal Plaza, Cam- pusa, Albany, 12226; Suite 769, 1 W Genesee St., Buffalo 14208: 1 p.m. to 4 p.m. M-F. Applications may obtain announcements by writing to the Albany office or by employing in person at any of the three.

Some Various State Employment offices will advertise applications in person, but not by mail.

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 209, Office of Court Admin., 270 Broadway, N.Y., phone 488-4141.

FEDERAL -- The U.S. Civil Rights Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York, 10007. Applications are available at 8 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m. Applications may be received by the Department at least five days before the deadline. Applications are available only during the filing period.

Federal employees living update (North of Dutchess County) should contact the Syracuse office: 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (090) 523-7407.

Federal employees living in the New York City area should contact the New York City office: 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (090) 523-7407.

INTERGOVERNMENTAL -- The Intergovernmental Job Information Center, run for the State of New York by the New York State Department of Labor, supplies information on N.Y. City and State and Federal Jobs. It is located at 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 523-7407.

Federal employees living in the New York City area should contact the New York City office: 301 Erie Blvd. West, Suite 769, 1 W Genesee St., Buffalo 14208. Applications may obtain announcements by writing to the Albany office or by employing in person at any of the three.

**Where to apply for public jobs**

New York City -- Persons seeking jobs with the City should file at the Department of Civil Service, 122-02 Roosevelt Ave., Flushing, New York 11371, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Several State agencies do their own recruiting and hiring. They include the Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 595-5069; NYC Police Authority, 370 Jay St., Brooklyn 11201, phone: 852-5009.

The Board of Higher Education, Department of Labor, staff will likewise contact the individual school; non-faculty jobs are handled by the Personnel Department directly.

State -- Regional offices of the Department of Civil Service are located at various locations. The Trade Center, 2 & 3rd Floor, New York 10048. (phone: 408-4246: 10 a.m. to 4:30 p.m. M-F. 212 Federal Plaza, Campus, Albany, 12226; Suite 769, 1 W Genesee St., Buffalo 14208: 1 p.m. to 4 p.m. M-F. Applications may obtain announcements by writing to the Albany office or by employing in person at any of the three.

Some Various State Employment offices will advertise applications in person, but not by mail.

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 209, Office of Court Admin., 270 Broadway, N.Y., phone 488-4141.

Federal employees living update (North of Dutchess County) should contact the Syracuse office: 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (090) 523-7407.

Federal employees living in the New York City area should contact the New York City office: 301 Erie Blvd. West, Suite 769, 1 W Genesee St., Buffalo 14208. Applications may obtain announcements by writing to the Albany office or by employing in person at any of the three.

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An estimated 400 employees of Dutchess County participated in a meeting that resulted in an overwhelming decision to participate in job action against the county government, which has refused to approve the contract agreed upon by the local Civil Service Employees Assn. officials and the county administration. Here CSEA collective bargaining specialist Manny Villale, extreme right, speaks to the crowd at the July 17 mass meeting prior to the strike deadline.

**State Workers Determine To Wait Till Next Time On Contract Dispute**

CSEA executive vice-president William McGowan attended each of two special meetings in World Trade Center in downtown Manhattan to answer questions and determine feeling of members toward a statewide strike. Here Mr. McGowan, standing at left, listens to views of Harry Tanser, of the Social Security Services unit. Identifiable in background are CSEA staffers John Naugher, John McGraw, Mona Cappola, Sol Gordon and Bart Riter.

Among the chapter leaders who attended emergency meeting of the New York City Region II executive council to discuss possible strike action were, from left, John Fluske, Housing and Community Renewal chapter second vice-president; Ray Seabrook, Metropolitan Armories chapter president; Jackie Williams, Manhattan Developmental Center chapter president; Ann Wadas, Basic Research chapter president, and Larry Janota, Housing and Community Renewal chapter third vice-president.

New York City Region II officers prepare to face chapter presidents at special meeting in prior to strike decision. From left are secretary Glicer Kanfer, treasurer John Eversley, third vice-president William Cunningham, president Solomon Bendir and first Vice-president Vincent Bubano.

On Friday, July 18, the picketers marched in front of the County Maple St. facilities in Poughkeepsie. Dutchess CSEA president Ellis Adams, second from right, is shown here encouraging marchers in their determined efforts. Recognizable in foreground are Kevin Gormley, center, and Gene Marx, right.

Rockland County's Gerald Breckwood shows solidarity of other local government chapters in Southern Region III with Dutchess County cause. Representatives from most other county and educational chapters in area provided support for the picketing.

Among those looking over information at general membership meeting at World Trade Center were, from left, CSEA director Victor Pesi (Banking), NYC chapter Social Services delegate Evelyn Glenn, CSEA field representative Anna Chaudier, NYC chapter Mental Impairment delegate Irving Goldberg, Kings County chapter Building 4 representative Brenda Nichols, Kings County chapter president James Grepper and NYC chapter Social Services delegate Rich Rhodes.